

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

SB 667 - HB 1074

February 28, 2013

SUMMARY OF BILL: Authorizes public employees who are members of the United States Armed Forces reserves and members of the Tennessee Army and Air National Guard, after working 20 days with full compensation, to use up to 5 days of sick leave rather than annual leave in lieu of taking leave without pay when called to active duty.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$47,000

Assumptions:

- Sick leave benefits are not payable to an employee upon separation and are considered a true expense to the agency.
- This bill does not apply to employees covered by Operation Enduring Freedom (OEF) because they receive supplemental pay from the State while on active duty, and they do enter a leave without pay status. In 2012, there were 58 employees on OEF paid leave.
- The Department of Human Resources (DHR) estimates more than 120 employees are reserve members who could utilize the provisions of this bill. DHR assumes approximately 50 of those eligible employees have used military leave not associated with OEF or any specific operation.
- DHR estimates the average daily pay rate for these employees is \$187.80.
- The recurring increase to state expenditures is estimated to be \$46,950 (\$187.80 x 5 days x 50 employees).

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise".

Lucian D. Geise, Executive Director

/lsc